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ABSTRACT

The statistical data on women and minorities in higher education administration analyzed in this paper are found in a study done by the College and University Personnel Association (CUPA). Collected during the 1975-76 Administrative Compensation Survey, these data were broken out for white coeducational institutions, white women's institutions, white men's institutions, and minority institutions, and these institutions were further categorized as public or private. It was found that white men predominate as head librarians in all institutions except white women's private and minority public and private institutions. The head librarian position is the most frequently cited high position for women in higher education administration. The small number of women and minority men administrators at public white institutions earn higher median salaries than their white counterparts, but at the highest levels of academic librarianship true equalization between the races and sexes has not yet occurred. Data from the CUPA survey are summarized in four tables. (JL)

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WOMEN AND MINORITIES IN ACADEMIC LIBRARIES

by

Kathleen M. Heim

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Women and Minorities in Academic Libraries

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The gathering of statistical data on minorities and women in higher education administration, which includes Head Librarians, is still in the developmental stage. In their comprehensive assessment of affirmative action in American librarianship, Dickinson and Myers rely upon the ALA/ACRL salary survey[1] for information pertaining to the employment of women and minorities in academic libraries and note that, "statistical data on the position and salaries of minority librarians are scarce and incomplete. ...one of the areas in which further research is needed."[2] Given the paucity of statistical information in this area it is crucial that we analyze all data as they become available in order to begin fill in the incomplete picture that we have of efforts to advance women and minorities in the library profession.

Another set of data, previously unanalyzed in the library literature, is contained in a study done by the College and University Personnel Association (CUPA) with the support of the Ford Foundation.[3] Released in late 1977 these data cover the same years as the most recent ACRL survey and since a somewhat different sample and method of reporting were used the results provide another view of minorities and women in academic librarianship. The CUPA study focused on 52 top administrative positions in higher education in order to:1) enable individual colleges and universities to compare their employment patterns and salary levels with those of peer institutions; 2) establish baselines to be used in developing trend data for measuring progress toward achieving affirmative action goals; and 3) generate summary statistics to be used in raising questions about the causes of differential employment opportunities and the effects of affirmative action programs in overcoming these differentials.[4]

I have summarized the data which relate to the Head Librarian position. The CUPA study defines, "Head Librarian", as one who "Directs the activities of all institutional libraries. Functions typically include selection and direction of professional staff, acquisitions and technical services, audio-visual services, special collections, and may include the direction of a school of library science."[6]

The data for the study were collected through CUPA's 1975-76 Administrative Compensation Survey and invitations to participate were extended to 2,723 of the 3,018 institutions listed in the Education Directory, 1974-75; Higher Education published by the U.S. Office of Education. The study from which the data summarized herein were gathered did not include institutions that failed to provide sex and race information thus the total sample for this study was 1,037.

The CUPA Survey provides information on four areas of interest to academic librarians.

Employment Shares by Race and Sex for Administrative Positions

These data were broken out for

White Coeducational Institutions
White Women's Institutions
White Men's Insitiutions
Minority Institutions

Institutions were assigned to these categories on the basis of self-reported enrollment data. Institutions were categorized as single-sex if students of one sex accounted for at least 90 percent of the full-time undergraduate enrollment, and as minority if 90 percent of the full-time undergraduate enrollment was American Indian, Black, Asian-American or Spanish-surnamed American. Because of the small number of single-sex minority institutions, coeducational and single-sex minority institutions were combined into one category.[7]

Institutions were then categorized as public or private. Information for the Head Librarian position is displayed in Table 1 as percentages of the employment shares. The CUPA survey provides total breakdown in percentages only for the Head Librarian position and does not provide numeric totals.

White men predominate as Head Librarians in all institutions except White Women's private and Minority public and private. Women, who account for approximately 62% of the academic library work force, only come near to comparable representation as Head Librarians in White Women's private institutions when White Women held 59% of the top positions; and Minority Institutions where Minority Women held 53% and 74% of the top positions in the public and private sector, respectively. However, while percentages in these three areas are comparable to percentages in the work force, actual numbers are very low.

Job Concentration of Adminstrators by Race and Sex

Table 2 is a summary of the CUPA table which demonstrates job concentration. (It must be remembered that the CUPA survey was looking at the overall picture of higher education administrators and was attempting to see what positions accounted for occupational segregation of higher education administrators.) The CUPA table provides number and rank information for positions in which there is a particulary heavy concentration of one sex or racial group. For White Coed Institutions the Head Librarian position accounted for the sixth highest concentration of white males; and the highest concentration of white females. The Head Librarian position is the most frequently cited high position for women in higher education administration. Where no figures appear in the Table 2 the CUPA survey did not find these racial or sexual groupings as accounting for a significant ranking of the Head Librarian positions. At Minority Institutions the Head Librarian position was also the predominate high ranked position attained by women.

Salary Comparisons: Share of Jobs Held for Positions Ranked by Salary

Using the median White male salary the CUPA survey ranked the 52 positions surveyed for White Coed public and private institutions only. The Head Librarian position ranked in the third quartile for both types of institution at 29th for

public, and 32nd for private Coed White Colleges. The percentages of positions held by each racial/sexual group are indicated in Table 3.

Deans of all sectors with the exception of Vocational Education (public) ranked higher. Clearly the Head Librarian position does not receive monetary compensation with other administrators of comparable experience and preparation.

Totals and Median Salary for Higher Education Administrators

A more detailed breakdown of salary and actual number of positions held is presented in Table 4. For these data the CUPA survey uses the Carnegie Commission of Higher Education Classification to group institutions by educational mission. These are summarized by CUPA:

> The Carnegie classification system divides particular types of four-year institutions into "higher and lower" groups on the basis of the variables most applicable to that type. Thus, Research Universities I (Carnegie Code 1.1) differ from Research Universities II (1.2) in that the former receive larger amounts of federal support for research. Doctoral-Granting Universities I (1.3) differ from Doctoral-Granting Universities II (1.4) in that the former award a larger number of doctoral degrees. Comprehensive Universities and Colleges I (2.1) differ from Comprehensive Universities and Colleges II (2.2) in that the former offer a greater diversity of programs, including professional curricula, and have larger enrollments. Liberal Arts Colleges I(3.1) differ from Liberal Arts Colleges II (3.2) in that the former are either more selective (i.e., their entering freshmen score higher on standard ability tests or have higher Ph.D productivity (i.e., more of their graduates go on to get the Ph.D.)[9]

Salary data are not reported for the smaller cells (those with 0, 1 or 2 represented) but this finer breakdown provides more precise information than we have had in the past. Interestingly, the small number of minority men and women at public White institutions earn a higher median salary than do their white counterparts although the actual number of minorities serving as Head Librarians in these institutions is discouragingly small. At Coed White private Institutions minority men earn more than white men, but white

women lag far behind them both earning 26% less than white males and 36% less than minority males.

At the presumably more prestigious Research and Doctoral Granting Universities no minorities are represented in the public sector. Women earn 7% less here than do their male counterparts. At private Research and Doctoral Degree Granting Institutions white women earn 13% less than men. It appears that the public sector is realizing parity at a faster rate.

As one travels "lower" in the Carnegie rankings the number of women and minorities increase though they continue to lag behind white males except at White Coed Public Comprehensive College and Universities II where white women earn 5% more than their male counterparts. Unfortunately, minorities are so poorly represented in most categories that median salary data are not provided.

Two year colleges seem to offer the most parity across racial and sexual lines. Here all four categories are represented with minority males earning the highest median salary followed by white males, minority women, and white women. Again, however, white men account for more than half of the positions held.

At single sex colleges men, whether white or minority, earn more than women, indicating that women must battle for parity even in those institutions where their sex predominates.

These data are presented in order to add to our meager statistical base about women and minorities. Due to the very different strategies of reporting the CUPA and the ACRL survey for the same year provide little basis for comparison. Since Head Librarians were but one component in the CUPA survey, they were not drawn out by CUPA for any special attention.

Several clear facts do emerge. Within higher education the Head Librarian position is the single most concentrated area of white female dominance. Librarianship, unlike many of the other positions surveyed by CUPA, has been relatively open to white women. However, academic librarianship still lags behind true equalization between the sexes and the races at its highest levels. I hope that his summary of the CUPA data, which have gone previously unreported in the library literature, adds a little more to the statistical basis from which we may judge whether or not we have really begun to be committed to the tenets of affirmative action.

1 Carol Van Alstyne et al., Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons (Washington, D.C.: College and University Personnel Association, [June 1977]), p. vi.

> The authors note that, "No data whatsoever have been available to analyze the relative positions by sex and race of those employed as administrators in higher education....the compiling of data on a national scale has been sorely neglected and is long overdue... this statistical void is particularly acute in higher education, since the campuses are now feeling the force of federal compliance efforts on many fronts."

3 Elizabeth Dickinson and Margaret Myers, "Affirmative Action and American Librarianship," in Advances in Librarianship, vol. 8, ed. Michael H. Harris (New York: Academic Press, 1978), p. 94.

2 Richard J. Talbot and Ann von der Lippe, Salary Structures of Librarians in Higher Education for the Academic Year 1975-76 (Chicago, Illinois: ALA-ACRL [August 1976]).

4 Van Alstyne.

5 Ibid., p.1.

6 Ibid., p.52.

7 Ibid., p. 4.

8 Ibid., p.5.

9 Ibid., p.6. A more complete description of the Carnegie Classification is provided in the Carnegie Commission's, A Classification of Institution of Higher Education, 1973.

Table 1

Percent Distributions of

Employment Shares by Race and Sex of Head Librarians

Institution Type	White Men	Minority Men	White Women	Minority Women	Number in Sample
White Coed/Public	69%	1%	27%	2%	509
White Coed/Private	60%	2%	38%	0	312
White Women's/Public	data not disclosed		--	--	2
White Women's/Private	41%	0	59%	0	29
White Men's/Public	60%	0	40%	0	5
White Men's/Private	73%	0	27%	0	11
Minority/Public	7%	33%	7%	53%	15
Minority/Private	5%	16%	5%	74%	19

Source: Summarized from Carol Van Alstyne et al., Women and Minorities in Adminstration of Higher Education Institutions: Employment Patterns and Salary Comparisons (Washington, D.C.: College and University Personnel Association, [June 1977]), Table 6, pp. 27-34.

Table 2

Job Concentration Data for Head Librarians

	White Men		Minority Men		White Women		Minority Women	
	N	Rank	N	Rank	N	Rank	N	Rank
White Coed-Public	353	6	--	--	138	1	11	2
White Coed-Private	191	8	5	5	120	1	--	--
White Women's-Public	--	--	--	--	1	1(ties)	--	--
White Women's Private	--	--	--	--	17	4	--	--
White Men's-Public	5	3	--	--	2	1(ties)	--	--
White Men's-Private	11	2(ties)	--	--	3	1(ties)	--	--
Minority-Public	--	--	--	--	1	1(ties)	8	1
Minority-Private	--	--	--	--	1	2(ties)	14	1

Source: Summarized from Carol Van Alstyne et al., Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons (Washington, D.C.: College and University Personnel Association, [June 1977]), Table 7, pp. 35-38.

Table 3

Salary Comparisons: Share of Jobs Held by Women and Minorities for Head Librarians Positions Ranked by Salary (Jobs ranked according to median salary paid to white males)

				Percent of Jobs Held by			
	Median Salary	Rank	Quartile	White Men	Minority Men	White Women	Minority Women
White Coed/Public	$23,590	29	3	69.4%	1.3%	27.1%	2.2%
White Coed/Private	$18,500	32	3	60.2%	1.6%	37.9%	.3%

Source: Summarized from Carol Van Alstyne, et al., Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons (Washington, D.C.: College and University Personnel Association, [June 1977]), Table 10, pp. 41-42.

Table 4

Numbers and Median Salaries of Head Librarians by Race and Sex

		Total Sample		White Men		Minority Men		White Women		Minority Women	
		N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary
	White Coed All/Public	509	$21,650	353	$23,590	7	$25,570	138	$18,062	11	$20,500
	White Coed All/Private	317	$16,000	191	$18,500	5	$21,400	120	$13,593	1	-
1-ALL	White Coed Research & Doctoral Granting Public	72	$31,000	65	$31,450	0	-	7	$29,100	-	-
1-ALL	White Coed Research & Doctoral Granting Private	28	$28,825	22	$29,500	2	-	4	$25,675	0	-
1.1	White Coed Research Universities I Public	23	$34,000	18	$34,500	0	-	5	$31,000	0	-
1.1	White Coed Research Universities I Private	5	$33,000	4	$33,750	0	-	1	-	0	-
1.2	White Coed Research Universities II Public	17	$30,260	17	$30,260	0	-	0	-	0	-
1.2	White Coed Research Universities II Private	10	$30,000	8	$30,000	1	-	1	-	0	-
1.3	White Coed Doctoral Granting Universities I Public	22	$29,542	20	$30,153	0	-	2	-	0	-
1.3	White Coed Doctoral Granting Universities I Private	6	$28,825	5	$29,000	0	-	1	-	0	-

Table 4-Continued

		Total Sample		White Men		Minority Men		White Women		Minority Women	
		N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary
Carnegie 1.4	White Coed Doctoral Granting Universitites II Public	10	$29,334	10	$29,334	0	-	0	-	0	-
	White Coed Doctoral Granting Universities II Private	7	$22,470	5	$22,470	1	-	1	-	0	-
Carnegie 2-ALL	White Coed Comprehensive Universities and Colleges/Public	158	$23,580	130	$24,465	2	-	23	$22,000	3	$23,000
	White Coed Comprehensive Universities and Colleges/Private	59	$19,620	48	$20,560	0	-	11	$15,200	0	-
Carnegie 2.1	White Coed Comprehensive Universities and Colleges I/Public	126	$24,526	105	$25,000	2	-	17	$22,000	2	-
	White Coed Comprehensive Universities and Colleges I/Private	44	$20,565	38	$21,825	0	-	6	$15,300	0	-
Carnegie 2.2	White Coed Comprehensive Colleges and Universities II/Public	32	$20,638	25	$19,920	0	-	6	$20,920	1	-
	White Coed Comprehensive College and Universities II/Private	15	$16,250	10	$18,700	0	-	5	$13,300	0	-

Table 4-Continued

		Total Sample		White Men		Minority Men		White Women		Minority Women	
		N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary
Carnegie 3.Al	White Coed Liberal Arts Colleges Private	170	$15,212	99	$16,550	2	-	68	$13,668	1	-
Carnegie 3.1	White Coed Liberal Arts Colleges I Private	37	$19,600	29	$20,500	0	-	8	$17,397	0	-
Carnegie 3.2	White Coed Liberal Arts Colleges II Public	12	$20,917	10	$21,755	0	-	2	-	0	-
	White Coed Liberal Arts Colleges II Private	133	$14,136	70	$15,150	2	-	60	$13,437	1	-
Carnegie 4	White Coed Two Year Colleges and Institutions/Public	254	$18,592	139	$19,797	5	$21,250	102	$16,838	8	$18,042
	White Coed Two Year Colleges and Institutions/Private	28	$11,531	10	$10,250	0	-	18	$12,100	0	-
Carnegie 5	White Coed Specialized Public	13	$24,864	9	$25,200	0	-	4	$19,331	0	-
	White Coed Specialized Private	32	$15,054	12	$18,400	1	-	19	$13,200	0	-

Table 4-Continued

	Total Sample		White Men		Minority Men		White Women		Minority Women	
	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary	N	Median Salary
White Female All/Private	29	$13,600	12	$14,650	0	-	17	$13,280	0	-
White Male All/Public	5	$21,520	3	$22,770	0	-	2	-	0	-
White Male All/Private	11	$19,620	8	$20,310	0	-	3	$13,420	0	-
Minority All/Public	15	$18,350	1	-	5	$21,725	1	-	8	$18,175
Minority All/Private	19	$13,500	1	-	3	$16,500	1	-	14	$12,750

Source: Summarized form Carol Van Alstyne, et al, Women and Minorities in Administration of Higher Education Institutions: Employment Patterns and Salary Comparisons (Washington, D.C.: College and University Personnal Association, [June 1977]), Appendix F, pp. 65-95.